

# Disciplines of Classified Employees

January 1, 2009 through March 31, 2009

Classification	Department	Conduct	Discipline Implemented		Appealed	Disposition
			Type	Length		
Peace Officer *	Police	-	Suspension	10 Hours	X	Civil Service Commission hearing pending.
Firefighter	Fire	Employee left place of assignment without permission from immediate superior officer.	Step Reduction	5% for 3 Pay Periods		
Senior Systems Application Programmer	Airport	Employee failed to satisfactorily perform the duties of position.	Step Reduction	5% for 13 Pay Periods		
Peace Officer *	Police	-	Suspension	10 Hours		
Animal Services Officer	General Services	Employee was involved in a preventable vehicle accident.	Suspension	8 Hours		
Associate Engineer	Public Works	Employee failed to satisfactorily perform the duties of position and had a history of ongoing tardiness.	Dismissal	NA	X	Civil Service Commission hearing pending.
Office Specialist	Finance	Employee violated the City's Discrimination and Harassment Policy by making inappropriate comments, violated the City's Email Policy by using City email for personal use, and displayed discourteous treatment towards the public.	Dismissal	NA	X	Civil Service Commission upheld dismissal.
Maintenance Assistant	Parks, Recreation & Neighborhood Services	Employee was involved in fifth preventable vehicle accident.	Suspension	8 Hours		
Parking & Traffic Control Officer	Department of Transportation	Employee violated City's Code of Ethics by asking a number of co-workers to void/dismiss citations issued to employee and employee's relative.	Dismissal	NA		
Peace Officer *	Police	-	Suspension	10 Hours		
Parking & Traffic Control Officer	Department of Transportation	Employee violated City's Code of Ethics by asking fellow co-workers to void citations issued to employee's relative.	Dismissal	NA	X	Civil Service Commission upheld dismissal.
Peace Officer *	Police	-	Suspension	40 Hours		
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Animal Services Officer	General Services	Employee failed to properly check on animals, which may have been the cause of the animals' deaths. In addition, employee failed to process the animals so that an autopsy could be performed.	Suspension	20 Hours	X	Civil Service Commission hearing pending.

**NOTE:** \* Due to the confidentiality provided to Peace Officers, details involving Peace Officers' disciplines are not included.